

THE INDUSTRIAL WELFARE WORKER IN THE FACTORIES AND SOCIAL SERVICES OF FRANCE.

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Since 1917 the French government has recognized the utility of the industrial welfare worker in factories and social organizations. The manifold needs of the workers in the factories during the war led to the creation of this new service which has, however, survived the war and is continuing to develop.

Factory managers realize that the welfare worker is a social and morally, capable of relieving them of the responsibility of looking after the welfare of their employees, the technical, commercial and administrative side of their enterprises leaving little time for the consideration of the physical and moral requirements of their employees. The welfare worker is able to report on the morals and public opinion of the workers, and the employer is in a better position to judge what reforms are needed for the better functioning of his establishment.

What can the industrial welfare worker accomplish with regard to health? She is in direct contact with the medical service and assists in fighting the great scourges which decimate the population; her activities are as much centred in education and prevention as in curative methods; she studies the hygienic conditions prevailing in the homes of the workers, sees to the proper regulation of work for the overworked and for pregnant women; notifies malingering on the part of individuals etc., etc.

While the man is at work she visits the wife and children and procures the necessary relief; she organizes and directs different branches of social service, such as crèches, maternity homes, day nurseries, infirmaries, canteens, clubs, co-operative associations, garden cities, and so forth.

We now come to the moral influence which the industrial welfare worker can exercise upon the workman, upon their relations with their employers, upon their families and upon the general public. How can we enumerate the innumerable words of encouragement and advice which she lets fall, the resignation, hope and gaiety she inspires?

Most employers are agreed that the industrial welfare worker ensures law and order in the realization of the social work undertaken by the direction.

Schools for the training of public health nurses like the "Ecole des Surintendantes d'Usine" and "l'Association des Surintendantes d'Usines et des Services Sociaux" have rendered much valuable assistance in training and supplying workers for this branch of social work.

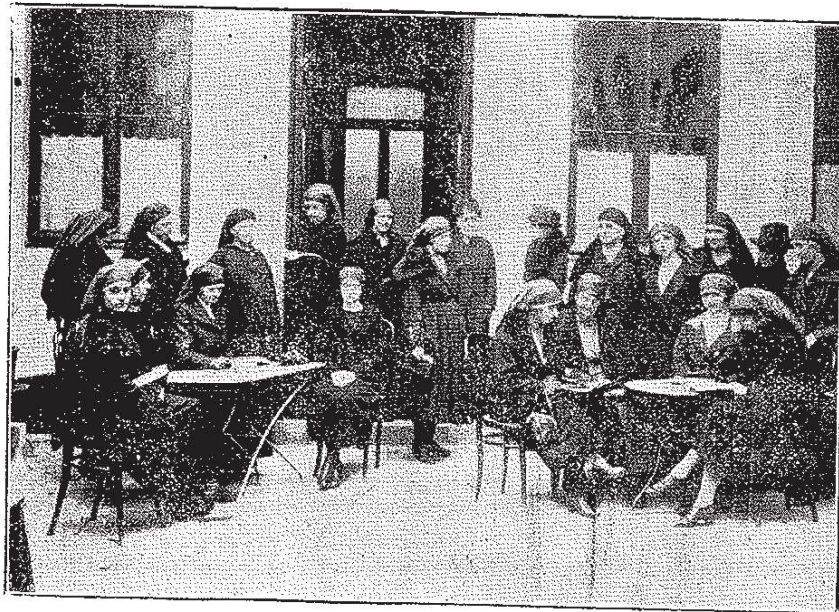
State factories, private firms, public and private administrations, large commercial houses, have all recognized the importance of the rôle of the industrial welfare worker, and we could cite at least 40 firms which have had recourse to their services.

A certain number of workers are employed as departmental inspectors in the devastated regions.

One has only to look at the results already achieved in order to realize how a sympathetic and intelligent woman can soothe and alleviate the daily miseries from which the working classes are by no means exempt.



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